

- Has an audit been conducted?
- agenda of task force


CHARGE OF THE HISPANIC ISSUES TASK FORCE

The Hispanic Issues Task Force is urged to examine the following areas:

1. The recruitment, retention and career development of Hispanic/Latino faculty and staff, with particular emphasis on middle management mobility. *recruitment & mobility*
2. The recruitment, retention and graduation of Hispanic/Latino students and a review of the adequacy of institutional services and personnel to support student needs in such areas as tutorials, student aid and other support activities. *consult May.*
3. To review and make recommendations upon the design and delivery of cross-culturally competent services throughout the University-based programs that serve Hispanic/Latino populations. This includes community-based organizations and the need for the University to work more closely and effectively with the Hispanic/Latino community, which is external to the University and serves as host communities for our campus locations. *CEO's - survey them on this program making existing liaison advise them of program that exist during their visit and then identify non-existent recruit promote from within*
4. To review the representation of Hispanics/Latinos on University decision and policy-making bodies, including senior management of the University. *- Survey personnel, clients*
5. To review the University Hospital and the Community Mental Health Services and ascertain those issues of the delivery of health care and how this delivery might be affected by language barriers, cultural barriers and the lack of sensitivity. *- like Hesp. human resources professional*
6. To review human resource issues, such as hiring practices, promotions, training programs and recruitment of Hispanic/Latino faculty and staff; to make recommendations as to how such recruitment could be improved. *Senior Aid - resources V.P. @ P.R. - Human Resources*
7. To review the University's procurement policies, vis-a-vis Hispanic/Latino minority and women-owned businesses and make recommendations as to how these policies should be adapted to be responsive to the emerging Hispanic/Latino small business community, particularly in those locations that host campuses of the University. *- Hispanic Business (eg. H.C.F.C.) Jay's guidelines for participation*
8. To draw upon comparisons from relevant organizations, higher education institutions and health care institutions within the State of New Jersey, external to the State of New Jersey and nationally, where such comparison would provide for us guides as to positive action and measurements of current performance of the University in respect to similar organizations and institutions. *- M. I. & Hosp. Long*
9. To make recommendations regarding how the University might improve its overall awareness of cultural diversity, draw upon the previous activities of WORKFORCE 2000 and extend those actions to all elements of the University as part of an ongoing culture of our University. *everybody is doing a job for you can check to see if leader or not & some people are not*

*** ACTIVITY REPORT ***

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